# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Senior R&D Leader – Future Crop Breeding |
| Job Reference | 79541 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$141k to AU$157k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane (St Lucia) QLD, Canberra, ACT preferred; other locations by negotiation |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Research Director, Crops Program, Agriculture & Food |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 4-8 |
| Enquire about this job | Contact Dr Anne Rae via email at Anne.Rae@csiro.au or phone +61 7 3214 2379 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. [View our vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan)

### Role Overview

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

The Senior R&D Leader – Future Breeding will be responsible for leading the modernisation of crop breeding science in Agriculture and Food to attract new partnerships and deliver impact. As part of the Crops Program Leadership team, the position will provide complementary expertise in research innovation and contribute to implementation of strategy. Through creative thinking, willingness to challenge the status quo and ability to target science outputs to commercial requirements, the Senior R & D Leader will provide a foundation for the ongoing development of expertise in breeding research innovation and capability development.

### Duties and Key Result Areas

* Drive innovation and implement CSIRO's strategy and Values as a member of the Crops program leadership team.
* Build collaborations and ensure delivery and impact through business development and partnering activities.
* Integration of 'omics outputs (e.g. pan-genomes, novel quantitative traits, engineered traits) into breeding pipelines.
* Deployment of data science and operations research methodology to optimise breeding programs.
* Lead a diverse group of up to 50 people in geographically dispersed teams, manage performance and develop people's potential.
* Set project goals within the Business Unit’s research direction and manage the delivery of project outcomes.
* Undertake leading edge scientific research and maintain active research collaborations in order to access/share leading edge concepts and technology to advance project goals.
* Within their area of work, anticipate, plan (including long term/strategic planning) and implement change.
* Maintain active national and/or international research collaborations in order to access/share leading edge concepts and technology to advance projects.
* Identify trends in research and development to inform portfolio analysis and influence the Business Unit’s research directions.
* Conceive ideas for new projects based on industry/community and identify potential sources of funding.
* Act as a trusted advisor to clients and promote an understanding of client needs amongst other employees.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide scientific leadership to colleagues and students and coordinate, allocate and manage resources (people, equipment, facilities, and funds).
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Required Competencies**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.
* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. A PhD or an equivalent combination of qualifications, research and industry experience in the field of data driven breeding for agriculture coupled with proven leadership and excellence in this scientific area and a track record of translational outcomes or impacts.
2. Demonstrated ability to use data driven breeding approaches that focus on the integration of 'omics outputs (e.g. pan-genomes, novel quantitative traits, engineered traits) to optimise breeding programs.
3. Thorough understanding of the processes and constraints of commercial breeding programs and the criteria for successful adoption of novel selection methods and varieties.
4. Demonstrated ability to drive innovation and implement change to align activities with strategy and values as part of a leadership team.
5. Proven experience in business development and partnering skills to build collaborations and ensure delivery and impact.
6. Proven ability in managing performance, developing people’s potential and leading a significant change agenda for a diverse group of people in geographically dispersed teams.

## **Desirable**

1. Experience in a commercial breeding program coupled with a track record in commercialisation of data driven breeding for crops.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)